

Focus Occupation: **Human Resources Assistants, Except Payroll and Timekeeping (43-4161)**

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Employment and Growth	587/ 7.9%
Ave. Monthly Wage	\$3,627
Education/Experience	High school diploma or equivalent

Advance FROM Focus Occupation

Occupation	Rung	Employment/ Growth	Education/Experience	Similarity
Human Resources Managers, All Other (11-3049)	7	400/ 10.5%	BA/1-5 yrs	86
Compensation and Benefits Managers (11-3041)	6	n/a	BA/1-5 yrs	80
Administrative Services Managers (11-3011)	5	2,252/ 14.4%	HS/1-5 yrs	73
Compensation, Benefits, and Job Analysis Specialists (13-1072)	4	188/ 5.6%	BA	83
Human Resources, Training, and Labor Relations Specialists, All Other (13-1079)	4	n/a	BA	89
Human Resources Specialists (13-1071)	3	749/ 8.7%	BA	75
First-Line Supervisors of Office and Administrative Support Workers (43-1011)	2	2,697/ 13.2%	HS/1-5 yrs	74
Executive Secretaries and Executive Administrative Assistants (43-6011)	1	4,236/ 11.2%	HS/1-5 yrs	88

Advance TO Focus Occupation

Occupation	Rung	Employment/ Growth	Education/Experience	Similarity
Office and Administrative Support Workers, All Other (43-9199)	-1	5,100/ 15.7%	HS	89
Office Clerks, General (43-9061)	-2	7,318/ 10.3%	HS	92
Receptionists and Information Clerks (43-4171)	-2	3,619/ 18.0%	HS	89

Important note: A worker does not necessarily have to traverse every rung to advance to or from the focus occupation. Occupations above and below the focus occupation are directly related to the focus occupation, but they are not necessarily directly related to each other. For example, actors and athletes are both related to agents of artists, performers, and athletes, but actors and athletes are not directly related to each other.

Analysis and development of the career lattice is by the Alaska Department of Labor and Workforce Development, Research and Analysis Section.

Data sources used for research and analysis: O*NET (Occupation Information Network), Alaska Occupational Data Base (ODB), Standard Occupational Classification Manual, North American Industry Classification System manual, Bureau of Labor Statistics Occupational Employer Survey (OES) wage estimates.